



## บันทึกข้อความ

อธิการบดีมหาวิทยาลัยขอนแก่น
เลขรับ..... 3029
วันที่..... - 5 เม.ย. 2559
เวลา..... 10.40

ส่วนราชการ งานทรัพยากรมนุษย์ คณะมนุษยศาสตร์และสังคมศาสตร์ โทร. 45404, 043-202027

ที่ ศธ 0514.8/1443

วันที่ 4 เมษายน 2559

เรื่อง นักศึกษาขออนุมัติเดินทางไปนำเสนอผลงานวิชาการ ณ ต่างประเทศ

เรียน อธิการบดี (ผ่านผู้อำนวยการกองกลาง)

ด้วย นางสาวสร้อยบุญ ทรายทอง นักศึกษาหลักสูตรปรัชญาดุษฎีบัณฑิต สาขาวิชาสังคมวิทยา คณะมนุษยศาสตร์และสังคมศาสตร์ ได้รับการตอบรับให้เข้าร่วมนำเสนอผลงานวิชาการ เรื่อง Human Capital Accumulation of Female Migrants from the Rural Northeast to an Urban Area in Thailand ในการประชุมวิชาการ 2016 International Conference on Information and Social Science ณ ประเทศญี่ปุ่น ในระหว่างวันที่ 24 - 26 มิถุนายน 2559

ในการนี้ จึงใคร่ขออนุมัติให้ นางสาวสร้อยบุญ ทรายทอง ไปเข้าร่วมการประชุมวิชาการ ณ ประเทศญี่ปุ่น มีกำหนด 5 วัน ในระหว่างวันที่ 23 - 27 มิถุนายน 2559 โดยเบิกค่าใช้จ่ายจากงบประมาณเงินรายได้ประจำปี 2559 โครงการบริหารจัดการหลักสูตร รหัส 047-01 จำนวน 10,000 บาท พร้อมนี้ได้แนบสำเนาหนังสือตอบรับและบทคัดย่อมาเพื่อประกอบการพิจารณา

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## Acceptance Notification and Invitation Letter

Conference: ISS 2016

Location: Sapporo, Hokkaido, Japan

Date: 2016/06/24-2016/06/26

Paper #: 6154

Paper Title: Human Capital Accumulation of Female Migrants from the Rural  
Northeast to an Urban Area in Thailand

Author(s): Soiboon - Saithong, Dusadee - Ayuwat

Dear Soiboon - Saithong,

It is our pleasure to inform you that your submission has passed the review process and been accepted by the ISS 2016. For your information, all submissions to the conference have been reviewed by at least two independent peers for technical merit and content. The Program Committee would like to invite you to attend the ISS 2016 in Sapporo, Hokkaido, Japan.

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Once again, thank you very much for your contribution. We do hope to welcome you  
at the conference.

Yours sincerely,

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(นางสาวณัฏฐา วงษ์โก)  
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## Human Capital Accumulation of Female Migrants from the Rural Northeast to an Urban Area in Thailand

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### ABSTRACT

Human capital accumulation for the purpose of employment among female migrants is complicated and varies on the ground that these women need to strive under the social structure not equivalent to males. In this qualitative research, human capital accumulation of female migrants and occupational mobility were emphasized. An in-depth interview was conducted with 15 female migrants from the rural Northeast to Chonburi province and 5 key informants during the period from October 2015 to January 2016. The content-analysis was performed with the data, and the results are presented in the analytical description style. The findings indicated that the rural northeastern female migrants relied on multiple methods of human capital accumulation, namely: 1) learning on the job - through mentoring of employment seniors or heads; 2) adult education - from attending special courses; 3) education institute - from studying in an open or close university; 4) short course training - from training in the specific field required. Human capital accumulation methods, individual traits, and migration patterns have brought about occupational mobility across major groups of occupations.

The researcher would like to thank the Research Scholarship Year 2012 (Grant for a Graduate Lecturer) from the Graduate School, Khon Kaen University for the academic scholarship, and special thank the Faculty of Humanities and Social Science, Khon Kaen University, the Research and Training Center for Enhancing Quality of Life of Work-Age People (REQW) of the Faculty of Nursing, Khon Kaen University, Thailand for the conference travelling support.

**Keyword:** human capital accumulation, occupational mobility, migration

### 1. Introduction

Internal migration of Thai women is a phenomenon arising at the same time as the announcement of the policy under the First National Economic Development Plan (1961-1966). It can be seen that in 1960, the census population data showed as high as 101,936 people migrating to Bangkok. Of this number, 47,067 were females (Central Statistics Office, 1960), showing that nearly half of the migrants were women. Analysis of the trend in migration to major cities showed that people moved from rural areas to urban areas, and that most were migrants whose original hometowns were in the northeastern rural areas. Among those migrating into highly developed urban areas such as Bangkok and major cities that receive support for exporting industries and service sector, e.g., Chonburi, it was found that the numbers of migrating males and females were nearly similar (the National Statistics Bureau, 2005, 2009, 2013), with 46.9 percent of women contributed to this group of laborers

สำเนาถูกต้อง

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(World Bank, 2012). In highly urbanized major cities, migrants have been found able to achieve occupational mobility (Ayuwat, 1998).

Studies of migration by Thai academics showed that rural northeastern young male and female laborers valued their occupational migration as a means to find new experiences to better their quality of life and social status (Chamratrithirong, Gordon, 1999). Meanwhile, many research studies revealed that female laborers migrated in order to develop their occupational skills; thus, when they returned to their hometown, they were usually accepted by the rural community of origin (Chamratrithirong, 2007).

Nevertheless, participation in the industry, service, and tourism sectors of female migrants from the rural Northeast is very important since female migrants are significant human capital in the economy chain. Therefore, there is an important changing point making female migrants entering the new surrounding in the industrial society, both in terms of occupational surrounding and the clear urbanized living condition. This reflects that when women move from rural areas to work in town, they try to adjust themselves until they have changed. It is possible that under the women's migration process, they have accumulated experiences, knowledge, and skills which could arise from sacrificing their daily consumption for higher benefits in the future; the process called human capital accumulation (Lucas, 1988). This article thus aims to analyze human capital accumulation of female migrants from rural Isan, which takes place at the destination, i.e., Chonburi. This human capital accumulation enables female migrants to upgrade their occupational status, acquire better economic status, pride, and it leads to improved social status.

## **2. Research Objective**

To study human capital accumulation of female migrants from the rural Northeast that affects occupational mobility at their destination

## **3. Theory and Conceptual Framework**

This research applied the approach of Becker (1964) who proposed that an individual makes decision on education by weighing between the benefit and the cost. Benefit includes cultures and other items besides money received from income and occupation, while cost is in the form of time spent on investment. Therefore, the human capital concept covers the accumulation of work and other habits.

The concept of human capital consists of 4 categories of indicators. The highly important one is a human capital endowment, which can be measured by the number of education and training types in the country compared to the number of workers being employed. There are 5 types of learning resources: 1) learning on the job, 2) adult education, 3) university, 4) primary and secondary schooling, and 5) parental education. These were based on as the research framework for analyzing human capital accumulation of the female migrants, and the following 4 types were selected for this research, namely: 1) learning on the job, 2) adult education, 3) education institute, and 4) short course training.

Migration is a process related to the economic conditions of the place of origin and the destination. In the classical economy theory and neoclassic economy theory, migration is the function of the difference in wages between the urban industrial sector and the rural agricultural sector (Bilsborrow, Oberi & Standing, 1984). The



“Expected Earning Theory” (Todaro, 1976) explains that migration from the rural to urban areas is the response of an individual to the expected earnings rather than the response to the actual earnings. Those who are ready to migrate make their decision owing to different opportunities in the labor market, and finally decide to move when they can expect the highest benefits. This means the expected gains measurable by the difference from real incomes and employment opportunities which are different between the city and the country and possibilities to find a job in the modern economic sector in the city. Age, educational level, and work experiences will judge the benefits gained.

Thus, it can be said that when women migrate from rural areas to live in city areas, they will be able to accumulate their capital at the destination until they are able to upgrade their occupation.

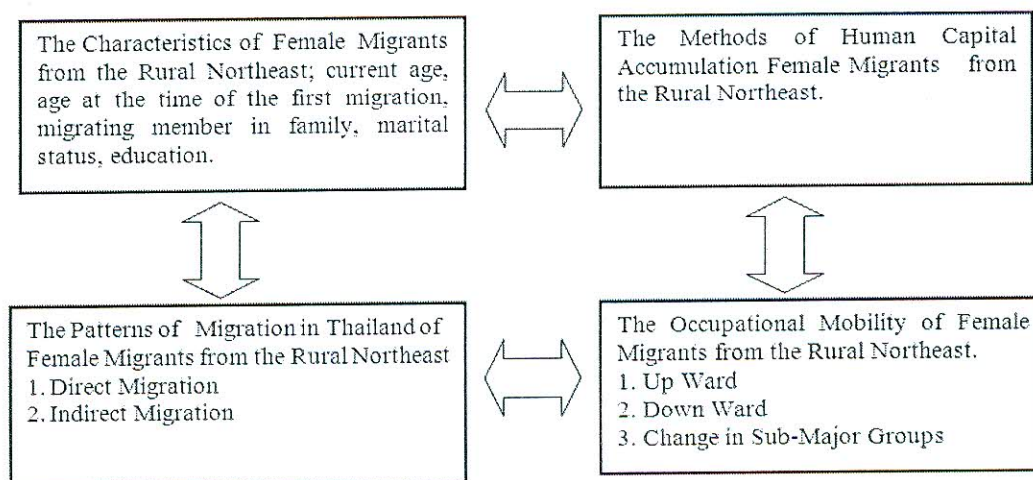


Figure 1: Conceptual Framework

#### 4. Methodology

This research applied the qualitative method where importance was placed on the social phenomena arising on the interpretative assumption under the case study research design (Photisita, 2004). The phenomenal analysis of human capital accumulation at Chonburi destination of the northeastern female migrants was emphasized in order to obtain indepth data and understanding of these women's methods of human capital accumulation. The analytical unit was at an individual level and the indepth interview was conducted with 15 women who migrated from rural areas in the Northeast, selected purposively based on the following criteria: (1) The women were able-bodied workers at the age of 20-45 years who migrated from rural areas in the Northeast. (2) The women were, at the interview time, employed with incomes. (3) The women had been living in Chonburi's city area for one year or over on the interview date. The researcher relied on the concept of Pramote Prasatkul (2000) who considered the primary intention of the migrants, which was only temporary, but turning out to be long-term, or at least 12 months. The migration, however, did not exceed 10 years, so that the women still recalled the events and gave information correctly and completely. (4) The women were employed in the 5 major



groups of occupation according to the International Standard Classification of Occupations[ISCO-08] International Labour Organization[ILO](2008) namely: 1) Group 4 Occupation Type: Clerical support workers; 2) Group 5 Occupation Type: Service and sales workers; 3) Group 7 Occupation Type: Craft and related trades workers; 4) Group 8 Occupation Type: Plant and machine operators, and assemblers; 5) Group 9 Occupation Type: Elementary occupations. These five types of occupations were the first five types selected by the female migrants from the rural Northeast at the city of destination (The National Statistic Bureau, 2013). The research target group was located based on the Snowball Technique. The interview was conducted both at the employment venues and the residential places so that the women's styles of living could be observed.

In addition, the researcher used the indepth interview with 5 major informants who were involved with different occupations of the female migrants. The major informants were selected by the purposive random method according to these criteria: (1) the informant had direct responsibility on capability building work in terms of knowledge, occupational skills, life skills for the female migrants from the rural Northeast to work in different occupations at their destination; and (2) the informant worked in a governmental organization, a private organization, or a community organization. The informants could be an occupational skill trainer from a governmental organization, private organization, non-profit organization, or they could be an officer from the Isan Migrant Association or a private company. The interview was conducted to understand the context and situation, occupational training, individual training, ways of living of women who migrated from the rural Northeast to work in the city of Chonburi. Data collection was carried out from October to December, 2015, using content-based analysis to draw the conclusion.

## 5. Results and Discussion

This presentation will be in 3 topics: 1) the characteristics of the female migrants from the rural Northeast areas, 2) the patterns of migration in Thailand of the female migrants from the rural Northeast areas, 3) the methods of human capital accumulation; as follows.

### 1. The Characteristics of Female migrants from the Rural Northeast

Migration process is selective since it was found that the characteristics of migrating people from the northeastern rural areas are both general and specific. The general characteristics of the research target group include: The women were able-bodied rural women from the rural Northeast, with the lowest age of 21 years old and the oldest age of 43 years. The lowest age at the time of the first migration was 15 years and the highest age was 40 years. Most were from a family with migrating members. At the data collection time, 13 were married, and 10 among these had children. Two were separated from their spouses and became a single mother. Among the 13 married, only 5 married for the first time. Two were single. This issue reflected that the migration process could cause the women to change their marriage partners more than once. At the destination place of Chonburi, most of these women rent an apartment or a house on a monthly basis.

Educational qualifications are considered human capital. The findings revealed that most of the women who migrated for the first time completed their education at a



lower level than the bachelor's degree level. Only one held a bachelor's degree. However, 4 female migrants had higher education than after they first migrated; with 3 completing a bachelor's degree and one completing a vocational education certificate. Some studied 2 to 3 year courses and some took 3 to 6 month short courses. This proved that when living at the destination place, the female migrants were able to have access to the governmental education system and increase their education level. This also reflected that the female migrants accumulated human capital for themselves during their migration period.

At present, this group of female migrants hold their occupations according to the world standard [ISCO-08], namely: 1) Six hold Group 5 Occupation Type: Service and sales workers. 2) Two hold Group 9 Occupation Type: Elementary occupations. 3) One holds Group 7 Occupation Type: Craft and related trades workers. 4) Six hold Group 4 Occupation Type: Clerical support workers. It should be noted that no female migrants hold the occupation in Group 8, no one is a Plant and machine operators, and assemblers. However, the occupation they hold at present is not the first occupation, but is confirmed by the women that they feel mostly satisfied with this occupation at this moment because she have a good life.

Additionally, this group of female migrants have specific characteristics regarding intention to learn in the wide world, to seek life opportunities, decision-making courage, ability to observe, and preference to learn new things. These characteristics, as we can see, are selective characteristics found in migration processes. This group of migrants reported that since they travelled from their home, they wanted to have a better life with experiences. As they travelled from place to place, they gained life experiences of both happiness and sadness, which enabled them to become patient and fight against obstacles. They know that learning means hard working, economizing, honesty, all of which have led them to today, which is better than the past. A migrating woman who is a clerk said,

*"...After I finished Grade 6, I did rice paddy alternately with jute planting with my family. I saw the repetition of my life each year, and so I thought of going out to see the world at other places. Luckily, they were recruiting workers, and I came with them..."*

## **2. The Patterns of Migration in Thailand of Female migrants from the Rural Northeast**

In terms of migration process, the researcher analyzed the patterns of migration from the direction that supported human capital accumulation of female migrants. Two directions of patterns of migration were found: 1) Direct Migration – migration from a rural area in the Northeast directly to the city of Chonburi, 2) Indirect Migration – migration from a rural area in the Northeast to Bangkok/ the greater Bangkok or other cities. These two directions of migration emerged from economic reasons, i.e., the migrants wanted higher incomes to improve job positions. The analysis showed that different migration directions have an impact on opportunities to accumulate human capital of female migrants, as can be explained in details below:

### **2.1 Direct Migration** – Migration from a rural area in the Northeast direct to the city of Chonburi. This migration pattern is found among young migrating females whose channel to acquire the occupation was via the network of family members who



migrated before. The chances to accumulate human capital is less than the indirect migration. There were 2 female migrants who relied on this pattern. They went directly to the occupation they intended to do. The occupations of this group are being operators in factories/with machines/assembly line workers, skilled workers and related businesses because there are a lot of employment sources for these occupations owing to the fact that the destination is supported as the industrial zone by the Government. For human capital accumulation, the female migrants chose to attend short-course skill training, for example, Thai massage training in a standard and certified institute, use of computer for office work, etc. After training, the women entered the occupation they intended to do such as being a Thai masseuse at standard health centers that have clear administrative system. Thus, the female migrants from the rural areas received higher wages than doing massage work at other shops. In the standard institutes, the working system is definite both for the working period and the closing time. They receive fringe benefits, e.g., accommodation at the shop assistant rate, being a member of the Thai massage association and a member of the organization's savings group. The female migrants under this category are usually women who have a simple living style, can repeat the similar pattern of life everyday. They migrate because of the social network, for example, the father and mother worked at the same place or close by, and they can live with their father and mother.

**2.2 Indirect Migration** – Migration from a rural area in the Northeast to Bangkok/the greater Bangkok or other provinces and then to Chonburi. The migrant under this category moves more than once. In this study 13 women migrated indirectly. These women have a higher chance to accumulate human capital for themselves than those moved directly. This is because at the destination, there are channels to continue their education. They were able to train for various skills and enter a variety of occupations. They were able to change the job as many times as they liked according to their ability and satisfaction of wages. Therefore, they had a chance to learn how to work in many styles. When they decided to move into the city of Chonburi, which was another change of their life, the reason was for a better job considered from higher earnings, good and stable jobs and chances of progress seen from the stability of the organization entered. Therefore, they could be confident that their lives would be better than before.

The female migrants who followed this pattern were ones who lived their lives with an aim. They knew how to plan for their life, like to learn, do not mind hard work, love freedom, were able to live alone. This enabled them to have a chance for higher education, able to acquire various occupational skills, which resulted in a higher chance to choose good occupation.

Migration following the social network of friends or acquaintances is migration of women who completed their education at a lower level than a bachelor's degree level, such as the primary or secondary level. The women migrated in order to seek a job and spend their time working the full-time job. Therefore, it can be said that for indirect migration, the women from rural areas can accumulate life experiences from the society at the destination where they learn about the social and culture, relations of people in different patterns. They have access to accumulate human capital for themselves through many channels. However, the real life has multiple dimensions and aspects, both positive and negative. Thus, migration is an important factor enabling the rural female migrants from the Northeast to accumulate human capital,



according to the concepts of human capital accumulation that covers the accumulation of work and other habits (Becker, 1964).

### **3. The methods of human capital accumulation and Occupational Mobility**

This section analyzes the correlation between the methods of human capital accumulation of the rural women who migrated to Chonburi and the occupational mobility of this group of women. Occupational mobility is considered from occupational type crossing since the change of skills are required. If the change of occupation happened within the same occupation type, it was not considered mobility in this research. The research results are as follows:

#### **3.1 Methods of Human Capital Accumulation of Female migrants from the Rural Northeast**

The analysis of the methods of human capital accumulation here was based on the framework of indicators of human capitals developed by Lisbon Council and Deutschl and Denken (Peer, et al., 2006). The emphasis was given on the dimension of human capital endowment, which is the security of human capitals from poverty. The incomes and income sources are measured from the number of education programs and training, considered from the 4 learning styles that are appropriate to the context of the migration patterns of the female migrants from the rural Northeast, namely, learning on the job, 2) adult education, 3) education institute, 4) short training courses. Each migrant used the following methods of human capital accumulation in order to develop themselves:

##### **3.1.1 Learning on the Job (LOJ)**

The research findings indicated that all of the female migrants from the rural Northeast used this methods as the capital that developed themselves and enabled them to work efficiently. Learning on the job happens every time one changes the job. It can be mentoring by a senior or head and by self-learning of the female migrants through observation of things around themselves. Some women said:

*"...I haven't taken accounting before. When I had to work, I observed my colleague to see how she did, how she entered the program, how she wrote the computing formula. I tried and practiced, and then I'm able to do it..."*

Miss A (a pseudonym), an accounting clerk.

##### **3.1.2 Learning from Adult Education (LAE)**

The research findings indicated that two female migrants from the rural Northeast who completed primary education moved indirectly to Chonburi. The two were single when they were moving (at present they are married). These two women decided to resign from their former occupation to be employed in a lower-paid job in order to allocate their time to study. They decided to work during 5 to 9 p.m. or take a course on Saturdays and Sundays. The school chosen is close to their accommodation for convenience of travelling. The program chosen was a special program at a public or private institution. Nevertheless, the female migrants rely on this method in parallel with learning things; they work and train to use computer and to acquire foreign language skills. One said,



*"...I completed only primary level. I've done many jobs and thought that my life should be better. So I decided to continue my studies. I found a job that allowed me to go to school in the evening or during the weekends ..."*

Mrs. Queen (a pseudonym), an accounting and financial clerk.

### **3.1.3 Learning in an Education Institute (LEI)**

The findings showed that 5 female migrants in the target group who made indirect migration completed their education at a lower level than a bachelor's degree level. They were single when they were migrating (now they are married). These women intended to complete a bachelor's degree and registered in an open or close university. However, there were only 2 out of the 5 who continued until they finished the bachelor's degree. The other three's jobs did not allow them to read and study, nor were they able to register during the weekends. One of the two who completed their education and found a better job learned in a close university while the other one learned in an open university. They chose a job that allowed them to read and join the curricular activities, even though they earned less from the job. One migrating woman said:

*"...I decided to go to Bangkok because I want to continue my studies. I worked in a restaurant of someone I know. I helped with everything in the restaurant. I went to bed late, I wasn't paid. But I had a place to stay with meals. I had to be patient and sometimes I slept in class. But I had to work harder than Bangkok boys and girls because I wanted to graduate. I made a loan for my program but that wasn't enough. I did reports for my friends for money ..."*

Miss L (a pseudonym), a general clerk.

### **3.1.4 Short Course Training for Occupation Skills (SCTOS)**

The research findings showed 5 female migrants from a rural area in the Northeast under the indirect migration category who developed themselves by receiving short course training. The courses they attended included the general use of basic computer skills, dress making, care giver course, golf service course (caddy), traditional Thai massage, hairdressing, etc. These occupational training courses enabled them to get a job at once, but they had to pay for the tuition and work hard during the short period of only 3-6 months. During this short period, they had a chance to practice in real situations, but with no payment. For example, being a care giver required them to take care of patients at a private training center, which is a health care institute for bed-ridden patients, for 3 months before they could be employed. Thai massage training courses are offered both by a private institution or a non-profit organization. They could receive an occupational potential enhancement at a government organization such as in the city of Pataya, or at a place run by a private agency in the area. These channels of human capital accumulation are interesting to the female migrants who have been living at the destination city for a while and want to develop themselves to be able to find a better occupation. The female migrants have to weigh between the possibilities of employment in a good job and the time and expense they have to pay for the training.

## **3.2 Methods of Human Capital Accumulation and Occupational Mobility of Female migrants from the Rural Northeast**



The analysis of human capital accumulation of female migrants from the rural Northeast was performed based on the concept of human capital accumulation of Becker (1964). The findings showed that most of the female migrants from the rural areas accumulated their capital through learning on the job. However, this method enables them to change the occupation in the sub-major group only; they still have to work and use the former skill. They are still not able to move across the occupational type boundary under the occupational mobility. However, some female migrants were found crossing the sub-major group boundary. In the first migration, most of the female migrants's education was lower than the undergraduate level. Five were found entering Group 8 Occupation Type: plant and machine operators, and assemblers. When considering the present occupation, we did not find any female migrants working under this category at all. This reflects that there is a boundary-crossing pattern towards an occupation requiring different skills. The 15 case analysis showed the upward occupational mobility among 9 cases, the downward occupational mobility among 4 cases, and 2 changed the sub-major group of occupations (Table 1). Occupational mobility is related to the characteristics of the female migrants and their migration patterns, which lead to different experiences and hence chances of occupational mobility.

**Table 1 : Methods of Human Capital Accumulation and Occupational Mobility of Female migrants from the Rural Northeast**

Cases	1 <sup>st</sup> Occupation		2 <sup>nd</sup> Occupation		3 <sup>rd</sup> Occupation		4 <sup>th</sup> Occupation		5 <sup>th</sup> Occupation		Occupational Mobility
	Occupation Unite Groups	Methods of Human Capital	Occupation Unite Groups	Methods of Human Capital	Occupation Unite Groups	Methods of Human Capital	Occupation Unite Groups	Methods of Human Capital	Occupation Unite Groups	Methods of Human Capital	
1	5131	LOJ	9321	LOJ							Down Ward
2	7512	LOJ	9520	LOJ	4229	LOJ					Up Ward
3	5329	SCTOS	5162	LOJ	5246	LOJ					Change in Sub-Major Groups
4	4224	LOJ	9411	LOJ							Down Ward
5	5131	LOJ, LEI	8212	LOJ	4110	LOJ, SCTOS	4110	LEI			Up Ward
6	9312	LOJ	4415	LOJ							Up Ward
7	5141	LOJ	4311	LOJ							Up Ward
8	5132	LOJ	9211	LOJ	7514	LOJ	5169	LOJ			Up Ward
9	8212	LOJ	5131	LOJ	5230	LOJ					Down Ward
10	8153	LOJ	7119	LOJ	7531	LOJ, SCTOS					Up Ward
11	4225	LOJ	5246	LOJ							Down Ward
12	8156	LOJ	9412	LOJ	5113	LOJ					Up Ward
13	5141	LOJ, SCTOS	5322	LOJ, SCTOS							Change In Sub-Major Groups
14	8153	LOJ	9111	LOJ, LAD, LEI	4415	LOJ, LEI, SCTOS					Up Ward
15	8151	LOJ	5131	LOJ	4225	LOJ	9111	LOJ, LAD	4311	LOJ	Up Ward

**Remark:**

**Abbreviations :** LOJ = Learning on the Job, LAE = Learning from Adult Education, LEI = Learning in an Education Institute, SCTOS = Short Course Training for Occupation Skills

**Occupation Unite Groups :** 4110 General office clerks, 4224 Hotel receptionists, 4225 Enquiry clerks, 4229 Client information workers not elsewhere classified, 4311 Accounting and bookkeeping clerks, 4415 Filing and copying clerks, 5113 Travel guides, 5131 Waiters, 5132 Bartenders, 5141 Hairdressers, 5162 Companions and valets, 5169 Personal services workers not elsewhere classified, 5230 Cashiers and ticket clerks, 5246 Food service counter attendants, 5322 Home-based personal care workers, 5329 Personal care workers in health services not elsewhere classified, 7119 Building frame and related trades workers not elsewhere classified, 7512 Bakers, pastry-



cooks and confectionery makers, 7514 Fruit, vegetable and related preservers, 7531 Tailors, dressmakers, furriers and hatters, 8151 Fibre preparing, spinning and winding machine operators, 8153 Sewing machine operators, 8156 Shoemaking and related machine operators, 8212 Electrical and electronic equipment assemblers, 9111 Domestic cleaners and helpers, 9211 Crop farm labourers, 9312 Civil engineering labourers, 9321 Hand packers, 9411 Fast food preparers, 9412 Kitchen helpers, 9520 Street vendors (excluding food).

#### 4. Conclusion and Recommendations

The study of human capital accumulation of female migrants from the rural areas in the Northeast to Chonburi province showed that Chonburi is a province receiving support in industrial, tourism, and service sectors. Therefore, the female migrants had a lot of chances for occupational mobility. The research findings indicated that the female migrants from the rural Northeast have multiple methods of human capital accumulation, namely: 1) Learning on the Job – learning from the senior or head of a section, or self-learning through observation of things around themselves. 2) Adult Education – taking a special program at a public or private institution. 3) Education Institute – studying in an open or close university. 4) Short Course Training – taking training courses for occupation skills such as care giving, Thai massage, beautician courses, dress making, etc. These methods of human capital accumulation together with individual characteristics and migration patterns enable occupational mobility in the major group crossing style of these women who migrated from a rural area in the Northeast. The results of the study, therefore, suggest that female migrants should be encouraged to obtain access to higher education in parallel with occupational skill training because having mere occupational skills will not result in occupational mobility.

#### Acknowledgements

This study is a part of the dissertation entitled, “Capital Accumulation of Female Migrants and Occupational Mobility”, the PhD Program in Sociology, Department of Sociology and Anthropology, Faculty of Humanities and Social Sciences, Khon Kaen University, Khon Kaen, Thailand. The researcher would like to thank the Research Scholarship Year 2012 (Grant for a Graduate Lecturer) from the Graduate School, Khon Kaen University for the academic scholarship, the Faculty of Humanities and Social Science, Khon Kaen University, the Research and Training Center for Enhancing Quality of Life of Work-Age People (REQW) of the Faculty of Nursing, Khon Kaen University, Thailand. The researcher is grateful to the research adviser, Assistant Professor Dr. Dusadee Ayuwat for her insightful suggestions and constructive comments to improve this paper. Finally, sincere gratitude is extended to all key informants especially the female migrants from the rural areas in the Northeast who participated and provided useful information for this research.

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